

## INEQUALITY UNVEILED: IDENTIFYING CHALLENGES AND DESIGNING FRAMEWORKS FOR A MORE INCLUSIVE SOCIETY

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### Abstract

*The 21st century places a difficult need on nations all around the world to address prevalent disparities. This reveals numerous challenges that require sophisticated answers. One of the most pressing problems is the dramatic demographic transition, especially the rising share of senior populations, which poses specific challenges connected to deteriorating physical, sensorial, and cognitive capabilities. This is a pressing issue since it is one of the most pressing issues. In spite of the ongoing support for inclusive design principles, there has not been a significant shift towards their general implementation in the development of new products. In this paper, a change is proposed from inclusive design to "designing with society," calling for an approach that is intelligent and expansive and that tackles a variety of societal challenges. It presents frameworks for inclusive policies, putting an emphasis on the necessity of removing systemic barriers, taking intersectionality into consideration, and ensuring adaptability through collaboration and regular evaluations. The study, in its essence, presents an in-depth investigation of inclusive design, as well as social issues and frameworks for fostering inclusion across a variety of sectors.*

**Keywords:** *Inequality Challenges, Inclusive Society, Systemic Discrimination, Economic Inequality*

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## 1. INTRODUCTION

Numerous nations have been forced to confront the difficulties brought on by the expanding proportion of elderly people in their populations. One of the difficulties is the necessity of addressing problems that naturally emerge from the process of ageing, such as the loss of physical, sensory, and cognitive capabilities. This is one of the challenges. In this scenario, the most effective method for the development of new products would be to take into account a diverse range of user capabilities while developing new design elements with the intention of encouraging independent living among the elderly population. This is the exact idea of design that is supported by inclusive design theory and practise. As a consequence of this, it would appear to be prudent in the present circumstances to incorporate inclusive design principles into the process of developing new products. However, contrary to what one may have anticipated, inclusive design techniques have not been used in widespread fashion.

In point of fact, the tools and approaches that have been developed over the course of the past few years to evaluate the accessibility of new design concepts have seen very little use. This may be the consequence of incompatibility difficulties between the methodologies that are now accessible and the design practise, the absence of an incentive for businesses to implement inclusive design, or all of these factors working together.

Diversity is celebrated and a fundamental commitment to individual equality is upheld in inclusive communities. Although these guiding principles are widely accepted in the policies of governments and international organisations and exist in the mission statements of a significant number of social programmes, it is nevertheless difficult to put them into practise. There is evidence that patterns of exclusion and marginalisation continue to endure, even in nations that publicly declare their intention to be society that welcome everyone. The inequality and explicit exclusion that continues to be experienced by society's most vulnerable members is brought to light by a critical examination of (a) the near extinction of Indigenous languages, (b) the denial of healthcare and other basic human rights to undocumented migrants, and (c) differential access to inclusive education for individuals with disabilities. Given that inclusive societies make it possible for everyone to have a good quality of life, the pursuit of greater inclusivity should continue to be

a top goal for everyone. Using a framework of analysis developed by Therborn that describes the actualization of inclusive societies as a five-step incremental process: visibility, consideration, access to social interactions, rights, and resources to fully participate in society, and the Social Role Valorization theory, which posits the need for all individuals to hold valued social roles, may provide a structure to critically examine the current state of inclusivity, and identify areas where greater inclusivity might be a possibility.

### **1.1.Economic Inequality**

Income inequality, also known as distribution of income, refers to the manner in which the total sum of money paid to people is distributed among them; wealth inequality, also known as distribution of wealth, refers to the manner in which the total sum of wealth owned by people is distributed among the owners; and consumption inequality refers to the manner in which the total sum of money spent by people is distributed among the spenders. Economic inequality is an umbrella term that encompasses all three of these concepts. Each of these can be measured within a single nation, between two or more nations, or between and within subpopulations (for example, within a low-income group, within a high-income group, and between them; within an age group and between inter-generational groups; within a gender group and between them; etc., either from a single nation or from multiple nations).

Metrics of income disparity are utilised in order to measure income inequality, with the Gini coefficient being one of the most popularly utilised metrics. Inequality is taken into consideration in another sort of measurement known as the Inequality-adjusted Human Development Index, which is a statistical composite index. Equity, equality of result, and equality of opportunity are three important notions that are related to equality. Globalisation has had the effect of reducing inequality between nations, but it has had the opposite effect of increasing inequality within the populations of most nations. A bimodal distribution of global income into "rich" and "poor" countries reached its zenith in the 1970s, marking the high point of economic inequality between nations. Since then, the levels of people's incomes in different countries have been converging, and the majority of people today live in countries with a middle-income. Nevertheless, over the past three decades, there has been a discernible widening of the gap between the richest and the

rest of the population in most countries, particularly among the more developed nations. During this time span, approximately 90% of advanced nations expanded their income inequality, with over 70% of these nations having a Gini coefficient growth that was greater than two points.

## 2. Literature Review

Woods, M. (2003) researches the hardships and expected benefits of designing for a world that is turning out to be progressively computerized. She battles that the utilization of computerized advances can prompt the formation of designs that are more inclusive, yet that designers should be aware of the chance of rejection while utilizing these innovations. The principal subject that Woods covers is the differed manners by which people collaborate with advanced innovations. She points out that certain individuals have more prominent admittance to and aptitude with computerized innovation than others, and that this dissimilarity can bring about advanced avoidance for those individuals who don't have this entrance or experience. She likewise features the different manners by which computerized innovations may be used to foster designs that are more inviting to a more extensive crowd. For example, computerized innovation can be used to create designs that are more accessible to the people who have actual disabilities, as well as designs that are more versatile to people who have different necessities and inclinations. By and by, Woods cautions that computerized innovations can likewise be used to make designs that are of a greater and in this way more unmistakable. For example, computerized innovation can be utilized to create designs that are challenging to use for people who have specific inabilities, or designs that must be gotten to by individuals who have a specific degree of schooling or pay. These designs can likewise be utilized to make designs that are simply accessible to individuals who have a particular degree of training or pay. She fights that designers should know about the chance of barring clients and go to lengths to keep this from occurring.

Campbell, I., Hague, R., Sener, B., and Wormald, P. (2003) research the creating field of tailor made modern design, which they characterize as the capacity of people to control the design and production of explicit redid things in a way that is both savvy and helpful. The creators fight that the mix of novel and creating design and assembling innovations, like haptic demonstrating frameworks and fast prototyping, is the thing is making this field conceivable. The journalists

begin by going over the historical backdrop of custom tailored design, which can be followed as far as possible back to the time before the modern upset. They fight that tailor-made design has generally been connected to very good quality items and administrations, and that by far most of individuals have not had the option to buy it on account of its restrictively costly cost. Then again, they say that the improvement of new innovation is making tailor made design all the more effectively accessible and all the more sensibly estimated. From that point forward, the authors proceed to feature a portion of the potential benefits of tailor made modern design. They battle that it can possibly prompt things that are all the more harmless to the ecosystem and reasonable, considering that individualized merchandise have a lower hazard of being discarded. They additionally say that tailor made design can bring about merchandise that are more creative and easy to understand since it empowers direct criticism from clients. This is a significant point. The creators wrap up their conversation by zeroing in on the obstructions that should be overcome before custom tailored modern design can turn into a viable choice. They fight that one of the most troublesome hardships is thinking of new design and assembling devices that are easy to understand as well as generally modest. They likewise recommend that it is imperative to fabricate new plans of action that can uphold the production of customized things and that this ought to be finished as fast as could be expected. In addition to the benefits that were described by the writers, I would argue that bespoke industrial design has the ability to provide customer's greater power and influence over the items that they use. This would be in addition to the benefits that were mentioned by the authors. In a world where mass-produced goods are frequently standardized and devoid of any personal touch, bespoke design provides the opportunity to create goods that are truly one-of-a-kind and adapted to the specific requirements and inclinations of an individual customer.

Blessing and Chakrabarti (2002) offer an all-encompassing and meticulously organized framework for the execution of design research initiatives. The DRM technique has been widely embraced by design researchers all around the world, and this adoption has contributed to a considerable advancement in the field of design research. The paper is clear and concise, making it simple to understand. The authors present explanations that are both clear and succinct regarding the many steps of the DRM approach as well as the research methodologies that can be utilised at each stage.

The study also contains citations to a broad spectrum of pertinent design research literature, making it a well-referenced piece overall.

The research that was carried out by Cardoso, Keates, and Clarkson (2004) and given the title "Comparing Product Assessment Methods for Inclusive Design" is situated within the larger context of inclusive design, which is a field that works to make products and environments that are accessible to individuals who have a wide range of abilities and characteristics. The fact that the piece was included in the anthology titled "Designing a More Inclusive World," which Keates, Clarkson, Langdon, and Robinson were responsible for editing indicates that it makes a contribution to an in-depth investigation of inclusive design concepts. Within the area of inclusive design, the present landscape of product assessment methodologies is likely to be investigated within the context of the literature review that is a part of this study. It is possible that it will provide insights into the historical growth of inclusive design principles and approaches, highlighting the obstacles faced by individuals with varied abilities when interacting with goods, and it will do so in a historical context. Previous study in this field could have shed light on the flaws of conventional design assessment methods when it comes to catering to the requirements of a wide variety of user groups. It's possible that the writers talked about the conceptual foundations of inclusive design, drawing from important theories and frameworks that underpin their work. This might contain ideas from human-computer interaction, industrial design, and other relevant disciplines, which together would offer a theoretical foundation for comprehending inclusive design techniques. In addition to this, the literature review will most likely investigate the many different product assessment approaches that are used in inclusive design. It may compare and contrast several techniques, analysing both the merits and drawbacks of each strategy in terms of how well it meets the varied requirements of users. This comparative analysis could include the examination of usability testing, participatory design methodologies, and other evaluation techniques, with the goal of providing light on the efficacy of each method in promoting inclusion.

The research that was conducted by Dong et al. (2004) focuses on the application of the idea of inclusive design in an industrial setting. The authors' primary objective was to investigate the many

obstacles, drivers, and business cases associated with the incorporation of inclusive design principles. This work is a contribution to the larger discussion on user-centered interaction paradigms for universal access in the information society. It reflects the growing awareness of the need for inclusion in a variety of fields, including industry, as it is part of this larger discourse. The writers begin by addressing the issues that are faced in the industry when it comes to inclusive design and throwing light on the obstacles that prevent the widespread adoption of inclusive practises. This section most likely addresses challenges that organisations may experience when seeking to include inclusive design into their processes. Some of these challenges include a lack of understanding, opposition to change, or budgetary limits. The study makes a contribution to a greater knowledge of the practical issues that need to be solved in order for inclusive design to become a mainstream practise in the industry by identifying these barriers and contributing to their identification. The writers go more into the motivations behind inclusive design in the next sections of the article. This section of the literature review is extremely important for gaining a knowledge of the reasons and factors that contribute to the adoption of inclusive design principles by organisations. It may investigate the ways in which sectors are being forced to prioritise inclusion as a result of legal regulations, market demands, or ethical reasons. The study offers insights into the potential catalysts for change by explaining the drivers, and it shows the external variables that can positively influence the adoption of inclusive design by bringing attention to such elements.

### **3. INCLUSIVE SOCIETY**

An inclusive society is defined as a "society for all in which every individual, each with rights and responsibilities, has an active role to play" in the society. It recognises the value of diversity and strives to achieve equality. Inclusive societies are those that are founded on the ideals of social justice and provide access to and full involvement in society for all persons and groups, regardless of age, gender, sexual orientation, ethnicity, race, ability, religion, immigrant status, and socioeconomic level. Full involvement involves, but is not limited to, the following aspects: (a) cultural, (b) economic, (c) social, (d) environmental, (e) legal, (f) physical, (g) political, (h) relational, and (i) geographic. Full participation may also include other dimensions. In addition, a society that is inclusive opposes laws and practises that are exclusive, which frequently result in

the marginalisation of individuals and groups based on their identity. Societies that are inclusive are those in which progressive social policies are enacted at both the national and local levels. There are regulations in place at the international level that state commonly held ideas and offer a structure for coordinated group activity. These policies encourage the defence of human rights and the emancipation of persons and groups that have, in the past, been subjected to marginalisation.

### **3.1. The Benefits of an Inclusive Society**

The upsides of living locally that invites individuals of all foundations are complex, and they might be separated into two classifications: the social and the monetary. The development of a fair and evenhanded world is remembered for the social benefits of an inclusive society, while opportunities for shared abundance are remembered for the economic benefits of such a society. Both of these benefits are comprehensively characterized. There is an inclination to utilize macroeconomic pointers like GDP (Gross domestic product) as a sign of inclusivity. This is because of the way that a portion of the social benefits of inclusive social orders (like security, strength, trust, metro collaboration, correspondence, and social union) might be hard to evaluate. For example, a shifted workforce and orientation correspondence are the two factors that exploration shows add to expanded economic development. As per the discoveries of different examinations, there is a helpful impact on the economy whenever individuals with handicaps are offered the chance to partake in schooling and the labor force and when they are given admittance to clinical consideration. Also, Mathers and Slater (2014) found that social security programs (like social help, social protection, and work market programs) prompted expanded economic development and efficiency, as estimated by expanded utilization and support in the work market. Not entirely settled through a combination of the exploration on social insurance programs that had been led beforehand. According to Mathers and Slater (2014), a programme in Mexico known as Oportunidades was responsible for the replacement of several ineffective food transfer programmes with a single programme in which women received cash payments in addition to school supplies and nutritional supplements. Attendance at both school and medical appointments was required of the children in order for them to be eligible for this assistance. According to the data, participants in the programme had higher rates of entrepreneurship and had higher levels of

increased consumption. These kinds of economic indicators may provide some information about the economic prosperity of a society; but, they are one-dimensional and have the potential to mask other important elements, such as the social well-being of the population that is served.

### **3.2. Challenges for a more inclusive society**

Developing a society that is more welcoming to people of various backgrounds is an admirable objective, but doing this will involve a lot of hard work, thorough analysis, and well-planned actions. The perpetuation of systemic discrimination, which occurs when previous preconceptions and biases continue to play a role in the formation of societal structures and institutions, is one of the most significant challenges. This can be evident in the form of racial inequalities, gender disparities, and socioeconomic disparities, all of which prevent marginalised groups from having equal access to opportunities in education, work, and healthcare. A full reevaluation of the policies, practises, and cultural norms that continue to promote inequality is required in order to overcome these deeply embedded systemic difficulties.

The provision of adequate educational opportunities stands out as both a difficulty and a potential answer. The continuation of social injustices is largely aided by the fact that there are significant gaps in both the availability of and the quality of educational opportunities. Individuals who come from marginalised groups have a harder time breaking the cycle of poverty because of limited access to decent education, which exacerbates the inequities that already exist. To find a solution to this problem, it is necessary to not only enhance the educational infrastructure but also to develop and implement curricula that are inclusive and that reflect the many different viewpoints and histories that exist. In addition, overcoming language barriers and developing educational environments that cater to a variety of learning styles are both absolutely necessary in order to make educational settings more welcoming to people of all backgrounds.

The pervasiveness of negative preconceptions and prejudices, which act as impediments to social integration, is still another severe obstacle. It is possible for discriminatory practises to stem from stereotypes based on a person's ethnicity, gender, sexual orientation, or handicap. This can manifest in a variety of ways, from hiring choices to social interactions. Not only do we need legal

structures to prohibit discrimination, but also mass educational campaigns and cultural reforms that confront deeply rooted biases in order to be successful in overcoming these challenges. Because of the significant role that media representation and storytelling play in the process of moulding perceptions, there is a pressing need for a greater variety of and greater authenticity in the tales that are told to reflect the richness of human experiences.

The ubiquitous problem of economic inequality is a difficulty that connects with a variety of other types of discrimination. Individuals and communities already on the margins of society face additional challenges when there are fewer economic possibilities, unequal remuneration, and restricted access to resources. In order to combat economic disparity, it is necessary to not only address pressing issues such as laws establishing a minimum wage, but also to put into place more comprehensive economic policies that encourage growth that is inclusive. The elimination of economic barriers and the development of a more equitable society can be aided by the implementation of certain programmes and policies, such as those that provide cheap housing, assistance to small companies located in underserved neighbourhoods, and targeted job training.

### **3.3. Frameworks for Inclusive Policies**

Frameworks for inclusive strategies are efficient arrangements of standards and ideas that can be taken on by legislatures, associations, and foundations to make society more libertarian and accessible. With regards to tending to inequality, the objective of these frameworks is to design exhaustive strategies that advance inclusion across various regions, including training, healthcare, work, and social administrations, among others.

The accentuation that inclusive policy frameworks put on addressing systemic boundaries that lead to inequality is one of the main parts of these frameworks. This requires recognizing unfair practices that confine the opportunities and assets accessible to underestimated gatherings and then stopping those practices. For example, an inclusive policy structure in the training area can focus on the objective of ensuring equivalent admittance to a top notch schooling for all understudies, regardless of their socioeconomic status, identity, or orientation. The execution of governmental policy regarding minorities in society programs, the arrangement of monetary guide, and the

improvement of an inclusive educational plan that considers different perspectives are possible strides toward this path.

An inclusive policy system might have the option to address contrasts in wellbeing results in the field of healthcare by giving need to accessible healthcare administrations, socially skilled consideration, and endeavors to kill financial factors that add to wellbeing imbalances. Along these lines, the system might address wellbeing disparities. This approach recognizes that wellbeing disparities are regularly the aftereffect of more prominent cultural issues; thus, arrangements ought to arrive at past the bounds of the healthcare framework to address the hidden causes.

Moreover, the reasonable frameworks for inclusive policy ought to consider the idea of intersectionality, which recognizes the way that people might have a place with various minimized gatherings and, thus, experience a one of a kind arrangement of hindrances. For example, the approaches that are designed to battle inequality in the work environment ought to consider the converging parts of race, orientation, and socioeconomic class. This is with the goal that the intercessions can be adjusted to the specific necessities of a wide assortment of individuals.

In addition, these frameworks ought to be dynamic and adaptable, reflecting continuing feedback as well as changes in the norms that are prevalent in society. It is crucial to perform regular evaluations and make necessary revisions to ensure that policies continue to be effective and are able to respond to changing circumstances. The development of policies that are not only inclusive on paper but also practical and meaningful in real-world circumstances requires close collaboration with impacted communities, advocacy groups, and experts in a variety of sectors.

#### **4. DESIGNING WITH SOCIETY – THOUGHTFUL DESIGN**

Although the concept of "inclusive design" is capable of expanding to give a great deal more in application, the word "inclusive design" is often used to refer to a specialised practise that is concentrated on age and handicap. When utilising the existing nomenclature, it is easy to overlook the comprehensive significance of the contribution that design may make towards the improvement of society. The term "inclusive design" refers to the approach taken in the design process but not the overarching goal. The practise of "designing with society" incorporates the

ideas of social responsibility and sustainability into the design process, while also expanding the purview of inclusive design to accommodate for the complexities of today's world. It speaks of design with substance, which strives to better the human condition, bring about balance, and solve the many and various concerns that society has to address. People who were previously excluded from the design process can be included thanks to inclusivity. On the other hand, creating with society involves directing one's attention outward in order to bring the design process to the individuals who will benefit from it. It creates a conversation rather than a service by widening the boundaries of inclusivity rather than erecting borders that either include or exclude people from participation. The next generation of inclusive design must have a vision that is much broader than the previous one, rather than focusing on a specific subset of the population or restricting itself to a boutique level of practise. This means letting go of any need to keep ownership of results in order to maintain a leadership position in coaching others to use this strategy and ensure that they are successful. This might be called "thoughtful design," which refers to design that is considerate of the needs of people, aware of the difficulties they face as individuals and as a group, and thoughtful in terms of both the process and the implementation of the design. We hear very frequently that important regional and international problems require our attention. The fact of the matter is that the majority of these demand that we keep an eye out for them and exercise caution when developing solutions for them.

## 5. CONCLUSION

Inequality, a problem that is prevalent and deeply established, continues to form the fabric of societies all over the world, which presents substantial challenges to the realisation of a world that is really inclusive and equitable. This study investigates the potential and problems that are connected with cultivating inclusion in different aspects of society, ranging from product design to overarching policy frameworks. The scope of the investigation spans from product design to policy frameworks. The difficulty of establishing genuine inclusion is highlighted by the pervasive problems of systematic discrimination, educational gaps, negative stereotypes, and economic inequality. The necessity of removing obstacles and welcoming variety is brought into sharper focus when considering the social and economic benefits of an inclusive society. The ever-

evolving ideas of inclusive design, mindful design, and policy frameworks that are inclusive highlight the necessity for an approach that is both comprehensive and fluid and that caters to the myriad of requirements posed by individuals and groups. As we make our way towards a society that is more welcoming to people of all backgrounds, it is becoming increasingly clear that design that is rooted in social responsibility and sustainability is necessary if we are to be successful in solving the complex issues of our era.

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